



I. PURPOSE

In order to create an orderly, common procedure for Board members to be replaced at Athlos Academy of Utah (“Athlos”), this Board Member Succession Policy is adopted by the Board of Directors for Athlos (the “Board”). The following policy is meant to supplement, not supplant the current board bylaws.

II. POLICY

Board members wanting to resign their position will do so in a way that provides adequate time for training of new individuals and the continuing governance at Athlos.

In order to maintain Board continuity, members will ensure that Board members’ terms are staggered. It is the intent of the Board to maintain at least five, and no more than nine Board members, consistent with Athlos’ bylaws.

Board Succession Procedure

1. Board members desiring to resign their position prior to the natural expiration of their term shall notify the Board in writing of their intention preferably at least three months in advance. Resignation letter should include the following:
2. Within 7 days, the Board Chair, will recommend a timeline for recruiting and training a new Board member.
 - a. This may include utilizing the Governance Committee to create a search committee, conduct interviews, and make a recommendation to the board for potential candidates.
3. When conducting a search for new Board members, the search committee will solicit applications from the school community, seek applications in the broader community, and attempt to identify individuals with desirable experience and expertise to serve on the Board. Applicants will be brought to the Board, often through the Governance Committee, to determine finalists.
4. The Board will interview finalists
 - a. Interviews of prospective Board members will be used to determine whether individuals understand and are invested in the mission of Athlos’ Charter, have experience and expertise that will benefit the Board and Athlos, and whether applicants understand and are willing to act in accordance with the Board’s governance role.

5. A new Board member will be chosen by a majority vote of the remaining Board members.
6. A newly elected Board member will commit to training period and will be encouraged to attend Board meetings before their actual appointment to the extent possible, but will not be voting member until after the resignation effective date.
7. The Board member replacement process will remain consistent with Athlos' charter and Board bylaws.

Legal References: